

**DOT HUMAN CAPITAL IMPLEMENTATION PLAN:
DEPARTMENTAL MENTORING PROGRAM**

STANDARD 3: Leadership and Knowledge Management (KM)

CRITICAL SUCCESS FACTOR: Strategic Knowledge Management. The organization systematically provides programs and tools for knowledge-sharing across the organization in support of its mission accomplishment.

MEASURE: Annually, fifteen or more high-performing mid-level employees participate in a Mentoring Program designed to build a pipeline to fill vacancies in management and other critical positions.

MILESTONE	TARGET DATE	STATUS ¹			ACTUAL DATE	RESPONSIBLE ENTITY AND POINT OF CONTACT
		●-C	▼-OT	●-D		
Create mentoring schedule activities and structure	October 2002	●			October 2002	Carmen Jones, M-1
Introduce and market Mentoring Program	December 2002		▼			Carmen Jones, M-1
Accept applications for Mentors and Protégés	December 2002		▼			Carmen Jones, M-1
Select and match Mentors and Protégés	January 2003					Carmen Jones, M-1
Evaluate program and make improvements as necessary	January 2004					Carmen Jones, M-1

¹Status Code: ● Complete (C) ▼ On Target (OT) ● Delayed (D)